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The description of the systems of payment and the arguments for and against them run for the most part along lines familiar to students of these questions in America. Mr. Cole is in full sympathy with the objections usually put forward by trade unionists against premium and bonus systems and allied features of scientific management. He has, however, other objections to scientific management which he presents with freshness and vigor. Most important is the objection that "scientific management tends to make more impassable the gulf between labour and management." To a National Guildsman this is a capital charge. He also opposes flatly the notion that there is merit in a man's receiving wages proportional to his output. The only kind of piece or bonus system of payment which he looks upon with favor is that of "collective contract by the whole workshop for all jobs." Under this system all the workers in a shop bargain as a group with the employer for a price for each lot of work, accepting as a group the responsibility for the performance of the work, and attending themselves to the payment of individual wages. This plan of payment is acceptable because it is believed to be a step toward the control of industry by the workers, the goal on which Mr. Cole's eye is always fixed.

D. A. McCABE.

Princeton University.

NEW BOOKS

- BAUER, S. *Arbeiterschutz und Völkergemeinschaft*. (Zurich: Art. Institut Orell Füssli. 1918. Pp. 160. 7 fr.)
- BLOOMFIELD, D. *Selected articles on employment management*. (New York: H. W. Wilson Co. 1919. Pp. 475. \$1.80.)
- BRISSENDEN, P. F. *The I. W. W. A study of American syndicalism*. Columbia University studies in political science, vol. LXXXIII. (New York: Longmans. 1919. Pp. 432. \$4.00.)
- COLVIN, F. H. *Labor turnover, loyalty and output*. (New York: McGraw-Hill. 1919. Pp. x, 152. \$1.50.)
- COOKE, M. L. *An all-American basis for industry*. (New York: Taylor Society. 1919. Pp. 16.)
- FAY, A. H. *Quarry accidents in the United States during the calendar year 1917*. (Washington: Bureau of Mines. 1919. Pp. 62.)
- FINDLAY, J. J. *The young wage earner and the problem of his education*. (London: Sedgwick & Jackson. 1918. Pp. 211.)
- GOMPERS, S. *American labor and the war*. (New York: Doran. 1919. Pp. x, 377. \$1.75.)

HALL, H. J. *Bedside and wheel-chair occupations*. (New York: Red Cross Institute. 1919. Pp. 43.)

HOBSON, S. G. *Guild principles in war and peace*. (London: G. Bell & Sons. 1918. Pp. viii, 176. 2s. 6d.)

KELLOGG, P. U. and GLEASON, A. *British labor and the war. Reconstructors for a new world*. (New York: Boni & Liveright. 1919. Pp. viii, 504. \$2.)

British Labor and the Last Year of the War would be a more accurate title for this book, since unfortunately it devotes little space to the events occurring before Arthur Henderson's fateful trip to Russia in the summer of 1917. The interest which the book arouses is due to the story it tells rather than to any inherent merit of the work itself. It describes the resolute yet temperate way in which British labor has turned its back upon its old economic and political timidities and has resolved to create a new world. The chief function of the book is to give the basic documents in this development and to report in graphic fashion the conferences and congresses at which they were debated and adopted.

The authors show that the aims of British labor are both national and international in scope. The international program is best outlined in the well known document "Labor and the New Social Order" with its four pillars: (1) the creation and enforcement of a series of national minimums, (2) the democratic control of industry (largely through collectivism, though on this point there is likely to be a decided swing towards guild socialism), (3) the revolution in national finance, and (4) the socialization of the surplus wealth for the common good. To attain these ends, British labor has been pressing forward from the three wings of the labor movement; from the coöperative societies representing the organized consumers, from the trade unions, and from the Labour party itself. The international program was conceived in the midst of the war in the same spirit as that of President Wilson's fourteen points and was indeed more thoroughly worked out. The authors perform a real service in pointing out, what few Americans realize, that the chief support to the Wilsonian program in England and in allied countries came not from the upper classes but from organized labor.

PAUL H. DOUGLAS.

KUNHARDT, G. E. *Lawrence. A manufacturer's view*. (Lawrence. Mass.: George E. Kunhardt Corporation. 1919. Pp. 16.)

LAUCHHEIMER, M. H. *The labor law of Maryland*. Johns Hopkins University studies in historical and political science, series XXXVII, no. 2. (Baltimore: Johns Hopkins Press. 1919. Pp. 166.)

A local study which connects, however, the development of labor law in Maryland with the evolution of opinion in England and makes frequent comparisons with development of such legislation in other states of this country. The author associates this with the undercurrent of speculative political theory. Successive chapters

deal with workmen's compensation, conditions of employment, terms of employment, and the administrative system.

LINDSAY, S. McC., editor. *War labor policies and reconstruction*. Proceedings of the Academy of Political Science in the City of New York, vol. VIII, no. 2. (New York: The Academy. 1919. Pp. 224.)

Among twenty-five papers includes Women's invasion of industry and changes in protective standards, by Mary Van Kleeck; Women in the railroad service, by Pauline Goldmark; New scientific standards for protection of workers, by Alice Hamilton; Women in industry in England during the war, by Helen Fraser; Women in industry in France during the war, by Marguerite Bourat; Effect of federal control of railway labor, by W. S. Carter; Collective bargaining—the democracy of industry, by R. J. Caldwell; Standard of living as a basis of wage adjustment, by William F. Ogburn; The effect of war conditions on negro labor, by George Edmund Haynes; The rate of demobilization and the labor market, by W. H. Hamilton.

MORRIS, B. J. *Employment opportunities for handicapped men in the optical goods industry*. (New York: Red Cross Institute. 1919. Pp. 31.)

ODENCRANTZ, L. C. *Italian women in industry. A study of conditions in New York City*. (New York: Russell Sage Foundation. 1919. Pp. 345. \$1.50.)

Seven field workers under the competent direction of Miss Mary Van Kleeck spent eighteen months collecting the great mass of detailed information which has been brought together by Miss Oden- crantz in this elaborate portrayal of the life, during the period before the outbreak of the European war (1912-1913), of Italian wage- earning women in New York. Social and economic conditions have been changing rapidly since 1912, so that one feels tempted to regard the book as an extremely depressing chapter in American economic history—a chapter which throws light on the personal reactions and political theories of certain other foreigners who left New York with a grim determination to achieve a different social order in Russia.

The overcrowded homes, the poorly prepared, unguided entry into industries where the wages were low, or extremely precarious because of seasonal employment, the jealously guarded girlhood during which the pay envelope was turned unopened into the family coffers, the monotonous labor during the day and household tasks rather than recreation in the evening, the early marriage followed by the heavy burdens of a rapidly increasing family, whose wretched shelter and scanty food could not be provided without the wages which the mother earned by charring or sweat-shop labor, all are presented to us with the verisimilitude of a moving picture. There seems to be a certain naïve irony in the conclusions of the writer that: "A knowledge of English is, of course, but a first step on the way. It is the key by which the immigrant can understand our customs and ideals; but until social and industrial conditions which are beyond

his individual control have been bettered, so that in his own life he can reach some of our standards, his assimilation is incomplete" (292).
LUCILLE EAVES.

ROBINSON, C. S. *Representation for labor. An address before the National Conference of State Manufacturers' Association, St. Louis, Missouri, and the representation plan referred to therein.* (Youngstown, O.: The author. 1919. Pp. 38.)

Describes the labor representation plan recently put in operation in the Youngstown Sheet and Tube Company (pp. 25-38).

STODDARD, W. L. *The shop committee. A handbook for employer and employee.* (New York: Macmillan. 1919. Pp. 105. \$1.25.)

WOLFE, A. B. *Works committees and joint industrial councils.* (Philadelphia: United States Shipping Board Emergency Fleet Corporation, Industrial Relations Division. 1919. Pp. 254.)

This is a report made by the author to the head of the Industrial Relations Division, L. C. Marshall, under whose charge were conducted a wide range of activities having to do with the recruiting, training, safety, health, etc., of the working men in the shipyards and other plants doing work for the Emergency Fleet Corporation. Naturally the report is designed as a handbook or guide for executives and arbitrators in their efforts to maintain industrial peace in a great national emergency rather than as an exhaustive treatise for students of economic problems. Moreover, it is in the nature of a brief for works committees and joint industrial councils, stressing their advantage and giving little attention to possible disadvantages. A few adverse comments or criticisms are given, it is true, near the close of the work, under the caption "unfavorable opinions from firms that have no committees." Nevertheless, the work will be useful in academic work and may be regarded as a satisfactory addition to the rapidly growing literature in the field of labor problems.

The body of the report consists of a brief introduction and six chapters with fairly self-explanatory captions, as follows: I, The human factor in industry; II, Psychology, democracy, and efficiency; III, The Whitley committee recommendations; IV, Works committees; V, Works committees in the United States; and VI, Conclusions. There are also seven appendices which include a model constitution of a joint industrial council, examples of plans in operation in American establishments, and other valuable illustrative material. There is also a very useful bibliography.

C. W. DOTEN.

American Federation of Labor, Alabama branch, official yearbook and buyer's guide. Proceedings seventeenth annual convention. (Birmingham. 1918. Pp. 92.)

The eight-hour law, comprising the statutes, decisions of the attorney general, decisions of the courts and the executive orders suspending its provisions. (Washington: Supt. Docs. 1919. Pp. 102.)

Employment of women. Report of the Board of Trade on the increased employment of women during the war in the United Kingdom. With statistics up to April, 1918. (London: Wyman. 1919. 2d.)

How the government handled its labor problems during the war. (Washington: Bureau of Industrial Research, 1722 H St. N. W. 1919. Pp. 47. 25c.)

A description of the several organizations associated with the National Labor Administration, with notes on their personnel, functions, and policies.

The industrial replacement of men by women in the state of New York. (Albany: Dept. Labor. 1919. Pp. 69.)

Industrial councils. Industrial reports, no. 4. (London: Ministry of Labour. 1919. 1d.)

Labor and the war. American Federation of Labor and the labor movements of Europe and Latin America. (Washington: The Federation. 1918. Pp. 289. 50c.)

Contains extracts from the proceedings of the American Federation of Labor, 1914-1918, from the *American Federationist* and *Labor's Book of All Colors*.

Marine and dock labor. Work, wages, and industrial relations during the period of the war. Report of the director of the Marine and Dock Industrial Relations Division, United States Shipping Board. (Washington: Supt. Docs. 1919. Pp. 203.)

Part I deals with the adjustment of labor issues, part II with marine and dock labor, and part III with wage rates and working conditions. Different chapters discuss the American merchant marine during the war, the Shipping Board's relations with the various classes of marine and dock labor, the organization and function of the Industrial Relations Division, numbers and distribution of marine and dock employees, employers' associations, comparison of American and foreign wage rates with special reference to the Seaman's act, comparison of increases in wages with rise in the cost of living, and a comparison of marine and dock wages with those paid in land industries. The appendix contains copies of agreements, working rules, and wage awards.

Platform and plan of organization of the American labor party of greater New York, adopted at conference of trade unions, January, 1919. (New York: The Federation, 32 Union Sq. 1919. Pp. 15.)

The principles and practice of safety. A handbook for technical schools and universities. (Chicago: W. D. Keefer, National Safety Council, 166 N. Michigan Ave. 1919. Pp. 71.)

This is a serviceable summary for instructors engaged in preparing courses dealing with human engineering. A syllabus of lectures on the human side of engineering and industrial accidents and industrial management is included. There is also a bibliography of five pages and a list of outside speakers who are ready to be

drawn upon for special lectures. Copies of this pamphlet can be obtained on application.

A reconstruction labor policy. (Philadelphia: Am. Acad. Pol. & Soc. Sci. 1919. Pp. xxv, 211.)

Report of the American Federation of Labor council. (Washington: The Federation. 1919. Pp. 156.)

The Seattle general strike; an account of what happened in Seattle and especially in the Seattle labor movement, during the general strike, February, 1919. (Seattle, Wash.: Raymer's Old Book Store. 1919. Pp. 63. 25c.)

Sixth report of the citizens' committee on unemployment and the public employment bureau of Milwaukee to the common council, etc. (Milwaukee: Indus. Commission of Wis. 1919. Pp. 12.)

Training employees for better production. Training bulletin No. 4. (Washington: Supt. Docs. 1918. Pp. 29.)

The truth about the minimum wage. Definite ways for you to help. (Syracuse, N. Y.: Consumers' League, 405 Vinney Bldg. 1919. Pp. 19.)

Union scale of wages and hours of labor in Ohio on May 15, 1918. (Columbus, O.: Ohio Indus. Commission. 1918. Pp. 47.)

Works committees. Report of an enquiry made by the Ministry of Labour. Industrial reports, no. 2. (London: His Majesty's Stationery Office. 1918. Pp. 146. 6d.)

Money, Prices, Credit, and Banking

NEW BOOKS

BILLETER, H. *Le crédit foncier rural en Suisse, organisation actuelle, projets de réforme.* (Paris: Attinger. 1919. 6 fr.)

DESCHAMPS, H. *Les changes, traité, théorique et pratique.* (Vienna: Revue des Comptables. 1919. Pp. 260. 10 fr.)

FAVRE, J.-E. *L'évasion économique et la Banque de l'Union parisienne.* (Paris: Bibl. Financière. 1918. Pp. 270. 4.80 fr.)

FEUCHTWANGER, L. *Die Darlehnskassen des deutschen Reichs.* (Berlin: Cotta. 1918. Pp. 255.)

FOXWELL, H. S. *Papers on current finance.* (London: Macmillan. 1919. 10s.)

FREEMAN, C. M. *A bank's best asset.* (Washington: Federal Banking Service. 1919. Pp. 152.)

HODSON, C. *Money-lenders, license laws and the business of making small loans on unsecured notes, chattel mortgages, salary assignments.* (New York: Legal Reform Bureau. 1919. Pp. 128.)